

**1997 ISSP MODULE ON  
WORK ORIENTATIONS**

From Noah Lewin-Epstein, Drafting Group Convenor  
Tel Aviv University

**FINAL VERSION**

**16th September, 1996**

Notes to members:

- (1) All notes which are not part of the questionnaire and intended only for members are enclosed in pointed, angle brackets.
- (2) All the elements in questions which require local adaptation (i.e. country) are enclosed in square brackets.

- (1) Suppose you could change the way you spend your time, spending more time on some things and less time on others.

Which of the things on the following list would you like to spend **more** time on, which would you like to spend **less** time on and which would you like to spend the **same** amount of time on as now?

PLEASE TICK ONE BOX ON EACH LINE

	Much more time	A bit more time	Same time as now	A bit less time	Much less time	Can't choose/ Doesn't apply
a. Time in a paid job?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
b. Time doing household work?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
c. Time with your family?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
d. Time with your friends?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
e. Time in leisure activities?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8

(2) Please tick one box for each statement below to show how much you agree or disagree with it, **thinking of work in general**.

PLEASE TICK ONE BOX ON EACH LINE

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. A job is just a way of earning money - no more.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
b. I would enjoy having a paid job even if I did not need the money.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
c. Work is a person's most important activity.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8

---

(3) Are **you** the person responsible for doing the general domestic duties - like cleaning, cooking, washing and so on - in your household?

PLEASE TICK ONE BOX ONLY

Yes, I am **mainly** responsible ☐1

Yes, I am **equally** responsible with someone else ☐2

No, **someone else** is **mainly** responsible ☐3

---

- (4) From the following list, please tick one box for each item to show how important **you personally** think it is in a job.

PLEASE TICK ONE BOX ON EACH LINE

How important is ...	Very important	Important	Neither important nor unimportant	Not important	Not important at all	Can't choose
a. ... job security?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
b. ... high income?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
c. ... good opportunities for advancement?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
d. ... an interesting job?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
e. ... a job that allows someone to work independently?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
f. ... a job that allows someone to help other people?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
g. ... a job that is useful to society?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
h. ... a job that allows someone to decide their times or days of work?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8

(5) In deciding on pay for two people doing **the same kind of work**, how important should be...

PLEASE TICK ONE BOX ON EACH LINE

	Essential	Very important	Fairly important	Not very important	Not important at all	Can't choose
a. ... how well the person does the job?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
b. ... the person's family responsibilities?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
c. ... the person's education and formal qualifications?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
d. ... how long the person has been with the firm?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8

<Note: In item 'c' formal qualifications means any certification received.>

---

- (6) New kinds of technology are being introduced more and more in [country]:  
computers, robots, and so on.  
Do you think these new technologies will over the next few years...

PLEASE TICK ONE BOX ONLY

- ... greatly increase the number of jobs? ☐1
- ...slightly increase the number of jobs? ☐2
- ...make no difference to the number of jobs? ☐3
- ...slightly reduce the number of jobs? ☐4
- ...greatly reduce the number of jobs? ☐5
- Can't choose ☐8
- 

- (7) Do you think that the introduction of new technologies in [country] over the  
next few years will make work...

PLEASE TICK ONE BOX ONLY

- ...much more interesting? ☐1
- ...a little more interesting ? ☐2
- ...neither more nor less interesting? ☐3
- ...a little less interesting? ☐4
- ...much less interesting? ☐5
- Can't choose ☐8
-

- (8) Suppose you were working and could choose between different kinds of jobs.  
Which of the following would **you personally** choose?

PLEASE TICK ONE BOX ONLY

a. I would choose...

...being an employee ☐ 1

...being self-employed ☐ 2

Can't choose ☐ 8

PLEASE TICK ONE BOX ONLY

b. I would choose...

...working in a small firm ☐ 1

...working in a large firm ☐ 2

Can't choose ☐ 8

PLEASE TICK ONE BOX ONLY

c. I would choose...

...working in a private business ☐ 1

...working for the government or civil service ☐ 2

Can't choose ☐ 8

---

(9) Suppose you could decide on your work situation **at present**. Which of the following would you prefer?

PLEASE TICK ONE BOX ONLY

- A **full-time** job [30 hours or more per week] ☐1
- A **part-time** job [10 - 29 hours per week] ☐2
- A job with **less than** [10] hours a week ☐3
- No paid job at all ☐4

<Note: We are trying to get at full-time/part time so the verbal labels *full-time*, *part-time*, *less than*, are of central importance. The numbers in parentheses can vary by country if necessary.>

(10) If you were looking actively, how easy or difficult do you think it would be for you to find an acceptable job?

PLEASE TICK ONE BOX ONLY

- Very easy ☐1
- Fairly easy ☐2
- Neither easy nor difficult ☐3
- Fairly difficult ☐4
- Very difficult ☐5
- Can't choose ☐8

(11) Are you currently working for pay?

PLEASE TICK ONE BOX ONLY

- Yes ☐1 Please answer Q 12
- No ☐2 Please go to Q 27



PLEASE ANSWER (Q12 - Q26) ABOUT YOUR MAIN JOB

(12) Which of the following statements **best** describes your feelings about your job?

PLEASE TICK ONE BOX ONLY

- In my job...
- ...I only work as hard as I have to

☐1
- ...I work hard, but not so that it interferes with the rest of my life

☐2
- ...I make a point of doing the best work I can, even if it sometimes does interfere with the rest of my life

☐3
- Can't choose

☐4

(13) Think of the number of hours you work, and the money you earn in your main job, including any regular overtime.

If you had only **one of these three choices**, which of the following would you prefer?

PLEASE TICK ONE BOX ONLY

- Work **longer** hours and earn **more money**

☐1
- Work the **same** number of hours and earn the **same money**

☐2
- Work **fewer** hours and earn **less money**

☐3
- Can't choose

☐8

(14) For each of these statements about your (main) job, please tick one box to show how much you agree or disagree that it applies to **your job**.

PLEASE TICK ONE BOX ON EACH LINE

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. My job is secure.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
b. My income is high.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
c. My opportunities for advancement are high.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
d. My job is interesting.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
e. I can work independently.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
f. In my job I can help other people.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
g. My job is useful to society.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8

---

(15) Now some more questions about your working conditions.  
Please tick one box for **each** item below to show **how often** it applies to your work.

PLEASE TICK ONE BOX ON EACH LINE

How often...	Always	Often	Sometimes	Hardly ever	Never	Can't choose
a. ...do you come home from work exhausted?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
b. ...do you have to do hard physical work?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
c. ...do you find your work stressful?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
d. ...do you work in dangerous conditions?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8

(16) Which of the following statements **best** describes how your working hours are decided?  
(By working hours we mean here the times you **start** and **finish** work, and **not** the total hours you work per week or month.)

PLEASE TICK ONE BOX ONLY

Starting and finishing times are decided by my employer and <b>I cannot change</b> them on my own	<input type="checkbox"/> 1
I can decide the time I start and finish work, <b>within certain limits</b>	<input type="checkbox"/> 2
I am <b>entirely free</b> to decide when I start and finish work	<input type="checkbox"/> 3

(17) Which of the following statements best describes **where** you work?

PLEASE TICK ONE BOX ONLY

- I usually work in one place away from home (e.g., office or factory) ☐1
- I usually work at home ☐2
- I usually work part of the week at home and part at one place away from home ☐3
- I usually work in a variety of places ☐4

(18) Which of the following describes your present job situation?

PLEASE TICK ONE BOX ONLY

- It is a job with no written contract ☐1
- It is a fixed-term job lasting less than 12 months ☐2
- It is a fixed term job lasting for one year or more ☐3
- It is a job with no set time limit ☐4
- Can't choose ☐8

(19) How much of your past work experience and/or job skills can you make use of in your present job?

PLEASE TICK ONE BOX ONLY

- Almost none ☐1
- A little ☐2
- A lot ☐3
- Almost all ☐4
- Can't choose ☐8

(20) Now think about the **skills that you actually use** in your job.

How important would you say each of the following was in developing these skills?

PLEASE TICK ONE BOX ON EACH LINE

	Very important	Important	Neither important nor unimportant	Not important	Not important at all	Can't choose
a. School, college or university	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
b. Training or experience gained in my present or a previous job	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8

<Note: Category ‘a’ refers to any schooling.>

(21) In general, how would you describe relations at your workplace...

PLEASE TICK ONE BOX ON EACH LINE

	Very good	Quite good	Neither good nor bad	Quite bad	Very bad	Can't choose
a. ...between management and employees?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
b. ... between workmates/ colleagues?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8

(22) How satisfied are you in your (main) job?

PLEASE TICK ONE BOX ONLY

- |                                    |                            |
|------------------------------------|----------------------------|
| Completely satisfied               | <input type="checkbox"/> 1 |
| Very satisfied                     | <input type="checkbox"/> 2 |
| Fairly satisfied                   | <input type="checkbox"/> 3 |
| Neither satisfied nor dissatisfied | <input type="checkbox"/> 4 |
| Fairly dissatisfied                | <input type="checkbox"/> 5 |
| Very dissatisfied                  | <input type="checkbox"/> 6 |
| Completely dissatisfied            | <input type="checkbox"/> 7 |
| Can't choose                       | <input type="checkbox"/> 8 |
-

(23) To what extent do you agree or disagree with each of the following statements?

PLEASE TICK ONE BOX ON EACH LINE

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. I am willing to work harder than I have to in order to help the firm or organisation I work for succeed.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
b. I am proud to be working for my firm or organisation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
c. Given the chance, I would change my present type of work for something different.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
d. I would turn down another job that offered quite a bit more pay in order to stay with this organisation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
e. I am proud of the type of work I do.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8

(24) About how many days have you been absent from work in the last 6 months (**not** counting vacation)?

PLEASE TICK ONE BOX ONLY

- |                   |                            |
|-------------------|----------------------------|
| More than 20 days | <input type="checkbox"/> 1 |
| 11 to 20 days     | <input type="checkbox"/> 2 |
| 6 to 10 days      | <input type="checkbox"/> 3 |
| 1 to 5 days       | <input type="checkbox"/> 4 |
| None              | <input type="checkbox"/> 5 |
| Can't choose      | <input type="checkbox"/> 8 |

<Note: If there is any ambiguity in your language, add to the round brackets “...and periods of unemployment”.>

---

(25) All in all, how likely is it that you will **try** to find a job with another firm or organisation within the next 12 months?

PLEASE TICK ONE BOX ONLY

- |               |                            |
|---------------|----------------------------|
| Very likely   | <input type="checkbox"/> 1 |
| Likely        | <input type="checkbox"/> 2 |
| Unlikely      | <input type="checkbox"/> 3 |
| Very unlikely | <input type="checkbox"/> 4 |
| Can't choose  | <input type="checkbox"/> 8 |
-



(26) To what extent, if at all, do you **worry** about the possibility of losing your job?

PLEASE TICK ONE BOX ONLY

- I worry a great deal ☐1
- I worry to some extent ☐2
- I worry a little ☐3
- I don't worry at all ☐4

[PLEASE NOW ANSWER QUESTION [35] ]

< Note: This is where *respondents with work* filter past the questions for those currently *without work for pay*. If the background questions have already been asked, this is the end of the questionnaire for respondents working for pay. If the background questions have still to be answered, filter these respondents to the appropriate question number for the first background question.>

PLEASE ANSWER QUESTIONS 27 - 34 IF YOU ARE **NOT** CURRENTLY WORKING FOR PAY

(27) Have you ever had a paid job for one year or more?

PLEASE TICK ONE BOX ONLY

- Yes ☐1 ... Please answer Q 28
- No ☐2 ..... Please go to Q 30

(28) When did your **last** paid job end?

In 19\_\_\_\_\_

(29) What was the **main** reason that your job ended?

PLEASE TICK ONE BOX ONLY

- I reached retirement age ☐1
- I retired early, by choice ☐2
- I retired early, not by choice ☐3
- I became (permanently) disabled ☐4
- My place of work shut down ☐5
- I was dismissed ☐6
- My term of employment / contract ended ☐7
- Family responsibilities ☐8
- I got married ☐9

---

(30) Would you like to have a paid job, either now or in the future?

PLEASE TICK ONE BOX ONLY

- Yes ☐1
  - No ☐2
-

(31) How likely do you think it is that you would find a job?

PLEASE TICK ONE BOX ONLY

- |               |                            |
|---------------|----------------------------|
| Very likely   | <input type="checkbox"/> 1 |
| Likely        | <input type="checkbox"/> 2 |
| Unlikely      | <input type="checkbox"/> 3 |
| Very unlikely | <input type="checkbox"/> 4 |
| Can't choose  | <input type="checkbox"/> 8 |

(32) Are you currently looking for a job?

PLEASE TICK ONE BOX ONLY

- |     |                            |
|-----|----------------------------|
| Yes | <input type="checkbox"/> 1 |
| No  | <input type="checkbox"/> 2 |

(33) Thinking about the last 12 months, have you done any of the following in order to find a job?

PLEASE TICK ONE BOX ON EACH LINE

- |  | No                         | Yes,<br>once or<br>twice   | Yes,<br>more than<br>twice |
|--|----------------------------|----------------------------|----------------------------|
| a. Registered at a public employment agency?                       | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| b. Registered at a private employment agency?                      | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| c. Answered advertisements for jobs?                               | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| d. Advertised for a job in newspapers or journals?                 | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| e. Applied directly to employers?                                  | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |
| f. Asked relatives, friends, or colleagues to help you find a job? | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 |

(34) What is your **main** source of economic support?

PLEASE TICK ONE BOX ONLY

- Pension (private or state)

☐1
- Unemployment benefits

☐2
- Spouse/partner

☐3
- Other family members

☐4
- Social assistance/welfare

☐5
- Occasional work

☐6
- Other

☐7

<Note 1): “Economic support” is not just financial support. It includes such things as food, clothing, and accommodation.>

<Note 2): If the background questions have still to be asked, they can continue here. This is the end of the substantive part of the questionnaire.>

---

THANK YOU VERY MUCH FOR YOUR HELP.